Volume 8, Number 4 February 27-March 12, 1993

UCSF Newsbreak

Peltason Warns of Possible Salary Cuts

UC President Jack Peltason told the UC Regents last Thursday that there was an emerging consensus that not only will there again be student fee increases next year, but that both UC staff and faculty might very well have to take a pay cut.

"We cannot avoid inflicting some pain on every member of the University community . . . We can only try to minimize the pain and be as fair as possible," Peltason said.

Governor Wilson has proposed a $138 million cut in UC's budget for 1993-94. This comes on top of $254 million in cuts over the last two years. As a result, UC's state funding next year would be less than in 1986-87.

In anticipation of a March recommendation to the Regents on how to absorb the latest budget cut, both the campus chancellors and Academic Senate faculty have held special two-day sessions to review alternatives. Plus, students and staff also have been included in ongoing discussions, said Peltason.

While he emphasized that no decisions have been made, Peltason said that a pay cut amounting to 5 percent for all staff and faculty was one option that had received strong support within the administration and even among the faculty leadership. While UC's Academic Council, representing the faculty on all nine campuses, voted unanimously to support the one-time pay cut, several Regents and other UC administrators are opposed to it.

Peltason said that if there were a 5 percent salary cut, the effect would be offset by additional retirement benefits and other measures. In addition, qualifying faculty and staff would be awarded merit increases. "There are advantages and disadvantages to every option, and every combination of options," Peltason said.

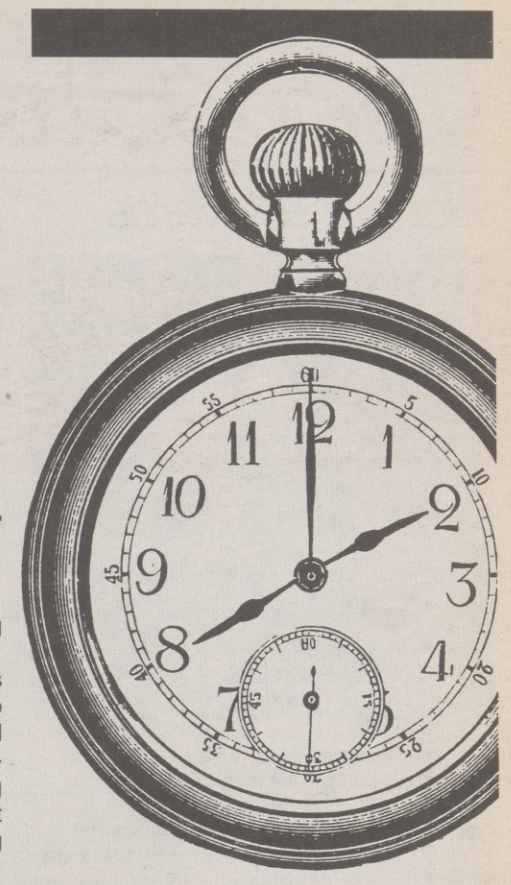
Placing the burden for balancing the budget on any one area, he said, would not be feasible. Already, the University has had to make deep cuts to balance its budget over the last three years.

UC's workforce already has been reduced by more than 5,000 positions through early retirement, attrition and layoffs. Administration in the Office of the President and other campuses has been cut by $45 million, and core administration in the Office of the President has been reduced by 9 percent over the last three years. Another 10 percent funding cut is planned for next year.

Faculty and staff have gone two years without a cost-of-living increase. Making up all of the budget shortfall in salary cuts would leave faculty salaries 22 percent behind comparative institutions, Peltason said, causing "a clearly unacceptable, devastating impact on our efforts to recruit and retain outstanding faculty."

According to Peltason, student fees have doubled in four years with an accompanying $85 million increase in financial aid to help offset the fee hikes for needy low- and middle-income students. To make up all of the shortfall through another fee hike and added financial aid would mean a 69 percent increase, raising UC fees to over $6,000 a year, making UC among the most expensive public universities in the nation. "The disadvantages to this approach are clear," Peltason said.

Whatever the final recommendation to the Regents next month, Peltason said, "We are struggling to find the least damaging mix possible." Stay tuned to *Newsbreak* for details.



Page 6 . . . Flex Time . . . Is It for You (and Your Supervisor)?

Increasing Damage from Space Crisis

UCSF stands at a crossroads in its history as one of the world's great teaching institutions, medical centers, and biomedical research facilities, Chancellor Julius R. Krevans told the UC Board of Regents in a meeting at UCSF Laurel Heights last Thursday.

Krevans and other administration and faculty members described the overwhelming need for additional space at UCSF and outlined a three-pronged proposal to ease the intense crowding. Without a viable space plan, UCSF faces the continued loss of major research grants and internationally respected scientists, they warned in prepared remarks.

"UCSF is a great institution, one of a few leading biomedical centers in the world, but if we cannot support innovation and new initiatives we will lose our best faculty and slip back into mediocrity," Zach W. Hall, professor and chair of the Department of Physiology, told the Regents' finance committee.

Three renowned medical scientists recently announced their departure from UCSF, Hall revealed.

Geneticists David R. Cox, professor of psychiatry and biochemistry, and Richard M. Myers, associate professor of physiology and biochemistry and director of the Human Genome Mapping Center at UCSF, will leave next month to join the faculty at Stanford. Cox and Myers will jointly direct the genome center, which moves from UCSF to Stanford with them.

Cell biologist Marc W. Kirschner, professor of biochemistry and biophysics, also announced last week that he will leave UCSF to join the faculty at Harvard. Kirschner is past president of the American Society for Cell Biology and a member of the National Academy of Sciences.

Scientists Leaving . . . A Domino Effect?

The loss of these prominent scientists could hasten the departure of others, including a promising cell biologist who has been in temporary laboratory space since his arrival seven years ago and who recently gave up his office to house a custom-made instrument he invented to expand his research.

"We are right now engaged in a major effort to retain this young faculty member," Hall said. Other faculty members also have expressed concern about these losses and have indicated for the first time they may consider opportunities elsewhere, Hall said.

The space shortage must be solved to prevent such domino-effect departures and preserve the unique intellectual and scientific community at UCSF, the speakers emphasized. Additional space is needed not only for expansion into promising new areas of research, but just to allow the University to maintain the existing level of excellence and achievement.

The loss of key personnel in human genetics and cell biology could deal a serious setback to UCSF's efforts in biomedical science, Hall said.

"Our very success is bumping up against

(continued on page 2)

Langley Porter Celebrates Its 50th

Robert Langley Porter, professor of pediatrics and dean of the School of Medicine in the 1930s, had for a long time hoped, and worked for, a neuropsychiatric institute that would not only improve the scope of teaching and research on the San Francisco campus, but would greatly benefit all of California and the entire country.

His hopes and dreams were finally realized in February of 1943 when the new Langley Porter Psychiatric Institute (LPPI) was officially dedicated. Today, the Department of Psychiatry and LPPI are among the nation's foremost resources for comprehensive and compassionate patient care, research and education in the field of mental health.

You are invited to join LPPI's 50th anniversary celebration on Friday, March 19, when the Institute and the Department of Psychiatry present an afternoon symposium entitled "LPPI at 50," followed later that evening by the Friends of LPPI's annual dinner dance.

Distinguished UCSF psychiatry faculty will speak at the symposium beginning at 1 p.m. in Toland Hall, the same lecture hall where the dedication for the Institute was held five decades ago. The symposium will run the gamut from the early days of LPPI and psychiatry to today's biological approach to the study of mental illness. The talks will begin with the only non-psychiatrist to make a presentation — Jack Pressman, assistant professor, History of Health Sciences, will discuss "Psychiatry in the 1940s: When Psyche Met Soma."

The next two lectures will be: "Karl Bowman and the Beginning of the Langley Porter Clinic," by David Allen, clinical professor emeritus, and "1943-1975: From Clinic to Institute," by Peter Ostwald, professor and director, Health Program for Performing Artists. Leon Epstein, professor emeritus, will chair.

Professor Leonard Zegans, director of professional training, will lead the last series of discussions: "1975-1985: A Clinical Vision," by Robert S. Wallerstein, professor emeritus and former chair, psychiatry, and former director of LPPI; and "Looking Forward: The Future in Light of the Past," by Samuel Barondes, professor and chair, psychiatry and director, LPPI.

The Friends of LPPI, the volunteer support group for both the Department of Psychiatry and LPPI, will sponsor the evening's dinner dance. The evening will honor Donald D. Doyle and Alan Short, authors of a bill that in 1957 became the California Mental Health Act, which improved the delivery of mental health services in California and led the way for change in the nation.

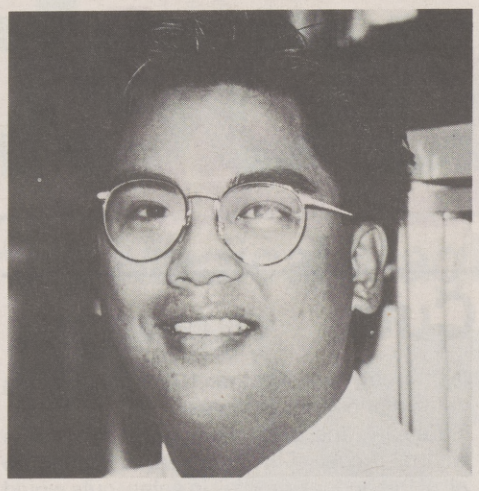
The dance will be held at the Stanford Court Hotel. Tickets are $150 each. For further information call Toni Wilkinson at 476-7397.

Sam Barondes and Jeanne Robertson, president of the Friends of LPPI, in front of the psychiatric institute

Gazette

Honors & Awards

Robert E. Staples: Received the Publisher of the Year Award from the Association of Black Nursing Faculty. For the last two decades, Staples has written and published books and articles on health and the African American family. Staples is professor, social & behavioral sciences, School of Nursing.



Timothy Verceles: Received the 1992 American Association of Dental Schools/Warner-Lambert Preventive Dentistry Scholarship Award. The $5,000 award recognizes his outstanding contributions to the field of preventive dentistry and his efforts to recruit minorities to the health field. Verceles is a fourth-year student, School of Dentistry.

Rae Jayne: Received a Nursing in Washington internship from the American Association of Diabetes Educators. Jayne is clinical nurse specialist, Diabetes Center.

Ronald D. Miller: Elected to a five-year term on the editorial board of the *British Journal of Anaesthesia.* Miller, the first non-British person ever chosen to serve on the Board, is professor & chair, anesthesia; professor, pharmacology.

Fred E. Cohen: Chosen as a member of the Molecular & Cellular Biophysics Study Section, Division of Research Grants for a four-year term. Cohen is associate professor, medicine, pharmaceutical chemistry & Group in Biophysics.

John S. Greenspan: Received the International Association for Dental Research Oral Biology Award for his contributions to the field of dental research. Greenspan is professor & chair, stomatology; professor, pathology; director, Oral AIDS Center; acting director, AIDS Clinical Research Center.

In Memoriam

Ralph Soto-Hall: Forrmer clinical professor, orthopedic surgery. A 1923 graduate of the School of Medicine, he also studied in Bologna, Italy, and at the University of Iowa. During World War II, he served as regional consultant in orthopedic surgery at Eastern Base in England and later as a consultant in orthopedic surgery to the 6th Service Command in Chicago. After being awarded the Legion of Merit in 1945, he retired from the army and served as a civilian consultant for the European command until 1948. Soto-Hall instructed orthopedic surgery residents at UCSF until his retirement in 1966. Memorial donations may be made to the Ralph Soto-Hall Orthopedic Research Foundation, 2100 Webster St., Suite 115, SF 94115.

LPPI Residents Take Top Awards

Three third-year residents in the Department of Psychiatry — Rona Hu, John Kruse and Sudha Prathikanti — and fourth-year resident Michael Escamilla have received top awards from some of the most prestigious professional organizations in the field.

Hu received an American Academy of Child & Adolescent Psychiatry Leadership Award for Residents, sponsored by Charter Medical Corporation, while a National Institute of Mental Health Outstanding Resident Award went to Kruse. The American Psychiatric Association/Mead Johnson Fellowship Prathikanti received recognized her potential as a future leader in the field of public psychiatry.

Escamilla received an American Psychiatry Association/National Institute of Mental Health Minority Mini-Fellowship.

Six American Cancer Society Grants to UCSF Researchers Total Nearly $1 Million

Researchers from a broad spectrum of campus departments have received funds totaling $866,000 from the American Cancer Society.

- Rik Derynck, professor, growth & development, received $210,000 to study the relationship between a cellular growth factor and metastasis.
- David Gilley, postdoctoral fellow, microbiology & immunology, received $78,000 to study why cells die and how the RNA unit in telomerase functions.
- Ira Herskowitz, professor and chair, biochemistry & biophysics and head of the Division of Genetics, plans to identify and study new genes in yeast which may act as tumor suppressor genes or oncogenes in humans with the $90,000 he received.
- Lee Niswander, visiting postdoctoral fellow, anatomy, received $28,000 to study how genes are expressed in limb growth during embryonic development.
- Regina Otero-Sabogal, assistant research psychologist, general internal medicine & Preventive Science Group, is using her $230,000 to evaluate a multi-component cancer prevention intervention with 300 Hispanic women using the Spanish-language magazine *La Mujer y El Cancer* (Women & Cancer).
- Daniel B. Vigneron, assistant professor, radiology, received $230,000 to develop new magnetic resonance imaging techniques for monitoring the response to brain tumor therapy.

Publications

Tom F. Lue: Editor, *World Book of Impotence* (Smith-Gordon, London, 1992). Lue is professor, urology.

Alyce Bezman Tarcher: Editor, *Principles & Practice of Environmental Medicine* (Plenum Publishing Corp., NY, NY, 1993). Tarcher is associate clinical professor, epidemiology & biostatistics.

Space Crisis *(from page 1)*

critical space constraints for which there must be relief if our world-class status is to be preserved," Krevans said.

While UCSF's total research funding has increased by 483 percent since 1976, the total amount of space at all UCSF locations has grown by 85 percent. The main site at Parnassus Heights has grown by only 16 percent over the same period as a result of a 1976 Regents' resolution which imposed a space ceiling on the size of the site.

3 Million Square Feet of New Space Needed

A preliminary survey of all campus departments determined that UCSF needs 3 million gross square feet or more of new space to satisfy pent-up demands and allow for growth over the next 15 years. That amount of space is approximately equal to the size of the existing Parnassus site.

When compared to other major research institutions, UCSF has half as much space per principal investigator, Krevans said.

UCSF planners last year initiated a program designed to address the immediate, mid-term, and long range space needs of the campus. Krevans outlined the following three-pronged plan for the Regents. He was joined by Hall; Bruce W. Spaulding, vice chancellor — advancement and planning; John S. Greenspan, professor and chair of stomatology, professor of pathology, and a member of the 1987-88 Faculty Committee on the Future of UCSF; Haile T. Debas, professor and chair of surgery, chair of the UCSF Academic Senate, and chair of the current UCSF Planning Committee for the 21st Century; and Joseph B. Martin, professor of neurology and dean of the School of Medicine.

Harbor Bay/Mount Zion

- Immediate space needs — UCSF is negotiating a lease for about 31,600 square feet of laboratory space in the Harbor Bay Business Park in Alameda for a Department of Surgery training and research program. The laboratory space is located in a building owned by MaraTriton Investments, and is the only available Bay Area building with existing laboratory improvements.

Campus planners also hope to solve immediate needs by moving administrative units to Laurel Heights and building a Comprehensive Cancer Center and research building at Mount Zion.

The Mount Zion project is the subject of a lawsuit, with a hearing expected in early summer. Martin emphasized the importance to both patients and researchers of placing research facilities next to hospitals.

"Physicians who see patients a portion of the day are often the same individuals who, during the remainder of the day, are engaged in the most fundamental molecular and biological research dealing with the tissues and samples obtained from patients to develop new methods of investigation and subsequent treatment," Martin said.

- Interim planning — In order to provide space for laboratories that can't be put off until a long range plan is complete, campus planners hope to lease a building constructed to UCSF specifications with about 150,000 square feet of space. The intent is to have the building available by 1996.
- Long Range Development Plan — The LRDP will outline campus growth plans over a 15-year period. The new LRDP could include plans to develop a second major site about the size of the Parnassus campus, to explore growth around existing sites, or to create smaller satellite locations.

Greenspan noted that the Faculty Committee on the Future of UCSF recommended a series of actions, including acquisition of land for a second major site, nearly five years ago in response to what was even then recognized as a space crisis.

Several possible expansion sites in San Francisco and nearby communities now are being studied by campus planners, the UCSF Planning Committee for the 21st Century, the Community Advisory Group — a committee which includes representatives of neighborhood, ethnic, labor, and business groups — and the University Advisory Group — a companion committee composed of campus representatives. A series of Community Workshops, which allow any interested member of the public to comment on growth plans, also will continue through the planning process.

"The Committee [for the 21st Century] will continue to meet this year to define the criteria by which we evaluate the various alternatives, including academic program considerations, physical site criteria, impact on the surrounding community, financing, and other issues," Debas said.

The Committee for the 21st Century, composed of 25 members of the faculty, and the Community Advisory Group are working in consultation with each other to accomplish a series of planning milestones.

Once a preferred alternative is agreed upon, a draft LRDP and Environmental Impact Report will be prepared for public review. The final LRDP and EIR are scheduled to be presented to the Board of Regents in the fall of 1994.

US Department of Labor EEO/AA Audit

The US Department of Labor, Office of Federal Contract Compliance Programs (OFCCP), now is conducting an audit of UC's compliance with federal regulations under executive order 11246, as amended, section 503 of the Rehabilitation Act. These regulations prohibit job discrimination on the basis of race, color, sex, religion, national origin, disability and veterans status, and require affirmative action through specific result-oriented procedures designed to ensure equality of opportunity in all aspects of employment.

Any applicant or employee who has concerns relating to UC's compliance with the regulations and wishes to speak to the OFCCP audit team, should contact the UCSF Department of Affirmative Action Equal Opportunity at 476-4752, or the US Department of Labor at 744-6630.

UCSF *Newsbreak*

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Deadline for the next issue, which will cover March 13-26, will be on **Tuesday, March 2, at 11 a.m.** Please send campus news copy to Allen Balderson, Medical Center news to Marshall Krantz and calendar and gazette items to Michele Firpo, all at Box 0462. Last-minute copy can be taken over the telephone by calling 476-1541. The University of California is an affirmative action/equal opportunity employer.

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Poster Contest Helps Teach Kids About Poison Prevention

Simple household items, such as aspirin, drain cleaner and ant killer, can turn lethal when they get into the hands of a child. Some 7,000 children under the age of 5 are accidentally poisoned each year by these kinds of products, with 90 percent of poisonings occurring in the home, according to experts at the SF Bay Area Regional Poison Control Center at SFGH.

Children will have a chance to learn about poison prevention through a poster contest being sponsored by the Center and the School of Pharmacy.

Public and private school children in the fourth and fifth grades are encouraged to enter the contest, whose theme is "Children Act Fast . . . So Do Poisons!" Young contestants are asked to design bright and bold 12-by-18-inch artworks to help demonstrate this theme, says Ann Bolinger, assistant clinical professor of pharmacy.

The top three prize winners will receive savings bonds of $100, $75 and $50 and the top 53 posters will be displayed at City Hall from March 22 to March 25. The contest is being held in observance of National Poison Prevention Week, which runs from March 21 to March 27.

Contest submissions should be sent or brought to Bolinger, Room S 926, Box 0446. The deadline is 5 p.m. March 5. Posters will be judged by a panel of experts the following week. For more information, call Bolinger, 476-2862, or Elise Stone, 206-8554.

For poisoning emergencies, the toll free hotline number is 1-800-523-2222. The Poison Control Center hotline staff has special training in toxicology and has access to information on drug toxicology.

No Longer Just a Concern for Young Children

Probing the Link Between High Blood Pressure and Lead

African American men suffer from high blood pressure at about twice the rate of other men. African Americans also have higher lead exposures. Is there a strong connection?

UCSF researchers are investigating this suspected link to better understand the biological mechanisms that underlie high blood pressure and the role lead may play in the process.

The study could lead to new treatments for high blood pressure, which is a major risk factor for heart disease, kidney disease and stroke, says Michael Kosnett, an internal medicine specialist at the Center for Occupational and Environmental Medicine at SFGH and principal investigator of the study.

"We are particularly interested in focusing on African Americans as a high-risk group because they have higher concentrations of lead, possibly because they are more likely to live in urban areas where there are more sources of lead," says Kosnett.

Kosnett says at least eight studies done in the last decade have found a link between lead exposure and high blood pressure levels. One UCSF study of San Francisco Muni bus drivers by former research fellow Dan Sharp confirmed this connection, but found it to be significant only for those drivers who were African Americans.

Kosnett says the link could be related to the fact that lead increases the amount of calcium in the cells. Some African Americans have an inherited predisposition toward these higher calcium levels, which may make them more susceptible to higher blood pressure than other ethnic groups.

"People have thought of low-level lead exposures as being almost exclusively a concern of young children, but our study recognizes that there can be a problem of low-level lead exposures in adults as well," Kosnett says.

During the study, the men will spend four-and-a-half days in the General Clinical Research Center. They will be given a drug that temporarily raises blood pressure and then will receive either an inert substance, called a placebo, or a chelating agent, a drug that reduces lead levels in the blood. The effects on blood pressure will be monitored. The following month, the volunteers will return to the center for another four-and-a-half days of similar testing.

Volunteers must be African American men between the ages of 21 and 55, have borderline or moderately high blood pressure and have a history of lead exposure. Those completing the study will receive $800. Interested volunteers may contact Kosnett at 206-5391.

While the new high blood pressure and lead study is not limited to bus drivers, Muni's James Rogers still would make a good candidate.

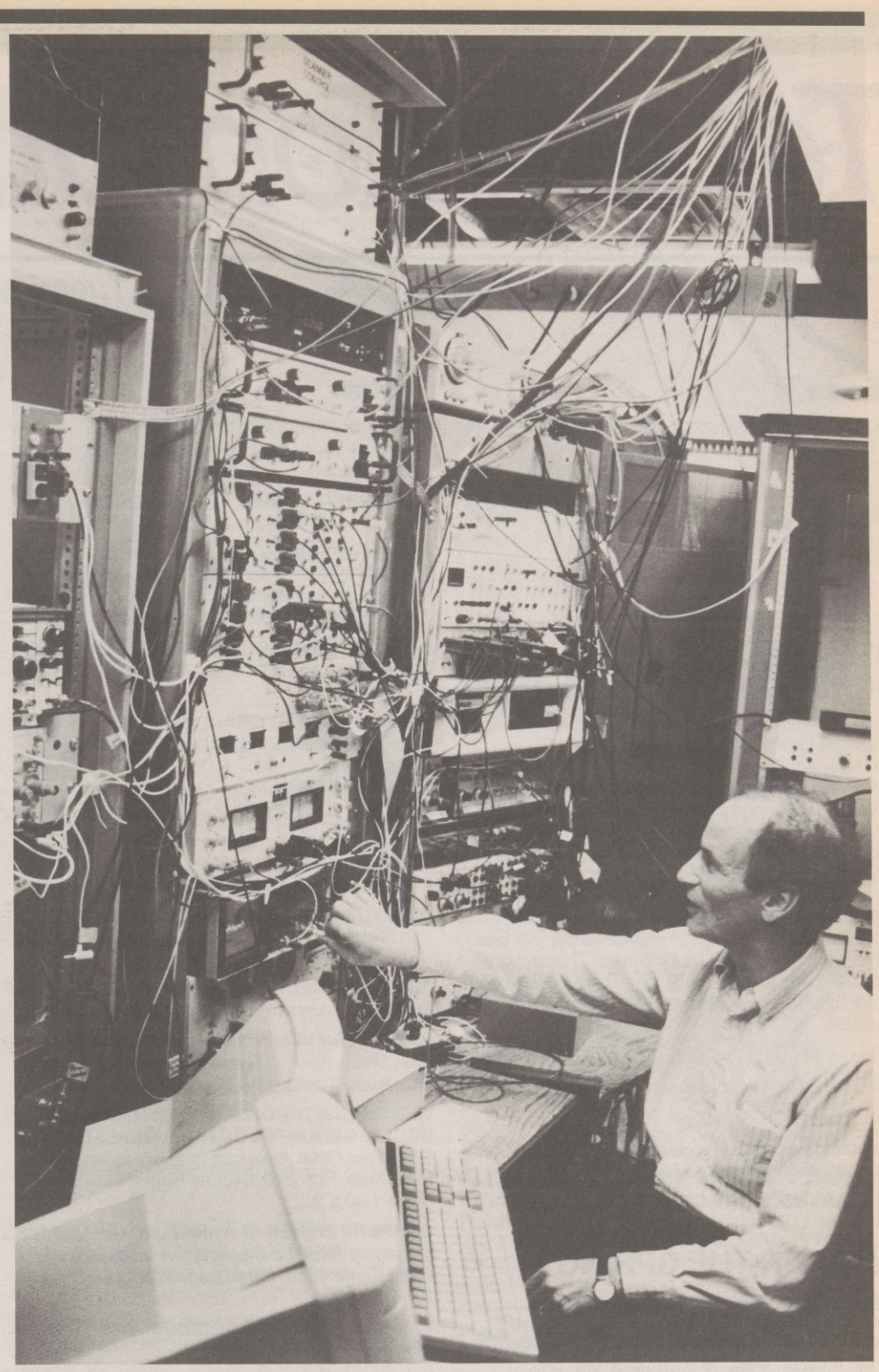
AIDS Funds Available for "Burnout" Studies

As the AIDS epidemic sadly enters its second decade, there is evidence nationally that a subpopulation of both mental healthcare workers and clinical care providers of HIV-infected people are experiencing "burnout." Locally, the healthcare providers in San Francisco have the longest experience in this country of providing counseling and care to HIV-infected people.

Funds now are available from the AIDS Clinical Research Center (ACRC) for studies on how to prevent burnout. Specifically, the research proposals should reflect:

- identification of specific stressors in both the community and hospital settings
- impact of patient population on care providers' experiences
- impact of prior and continued training on degrees of stress
- impact of any ongoing support (groups, etc.) on degrees of stress
- a plan for intervention

The ACRC will provide funding for two to three proposals in the amount of $7,000 to $10,000 each. For further information call Layne Ethington at 476-8857. Deadline for submission of proposals is Monday, March 29.



Lisberger at the controls

Neuroscientist Identifies Specific Nerve Cells Responsible for a Type of Learning

Neuroscientist Stephen Lisberger believes he has pinpointed for the first time in mammals the exact nerve cells in the brain responsible for learning a specific behavior. The way in which these cells learn may eventually lead to better ways of identifying and treating motor and other nerve disorders.

Lisberger made his discovery by studying what happens when rhesus monkeys are fitted with eye glasses and their visual fields are enlarged or shrunk. Because the eye glasses required the monkeys to make bigger or smaller eye movements than normal to coordinate eye and head motion, they also forced the monkeys to adjust to the changes in their visual fields. The monkeys began tracking objects correctly again after three to five days, suggesting that it took this long for completion of physiological changes in the nerve-cell network.

Lisberger determined that after the monkeys adapted, specific nerves within the network of brain cells that controls these movements responded to stimuli in a bigger or smaller way than they had previously. He believes the changes in the nerve network responsible for the changes in this behavior, called the vestibulo-ocular reflex (VOR) — which enables all vertebrates to keep an image in focus on the retina as the head moves — may be relevant to behavior controlled elsewhere in the brain where similar motor circuits exist. The general principles of this type of learning also may apply in the cortex, he said, where more complex mental processes take place.

"The eye motor system is the one we understand the most," Lisberger says. "It's a model of the brain in microcosm. It's a window into how motor systems work generally. If we can understand motor learning, we may gain new insight into recovery from motor disorders and perhaps learn about other brain diseases as well."

Scientists have known for a long time that a specific network of nerve cells — starting in the ear's semicircular canals, where movement is detected, and including cells in the cerebellum and the underlying brainstem, as well as the cells controlling eye muscles and those relaying visual feedback — are linked and responsible for these tracking movements of the eye. However, researchers disagreed over which cells needed to change in order to explain the new response of the network as a whole, Lisberger says.

To resolve the differences, Lisberger, who is director of the W.M. Keck Foundation Center for Integrative Neuroscience at UCSF and a professor of physiology, worked with Terrence J. Sejnowski at UC San Diego to computer-model the nerve network.

The model suggests that it is not only the size of the nerve responses that changes during learning, but also the speed with which they occur. Lisberger also believes he has confirmed one of his own earlier theories — learning can occur in the brainstem at the top of the spinal cord. He now is doing experiments with monkeys to see whether the computer model's predictions regarding the dynamics of nerve cell changes will be confirmed.

Lisberger presented his findings on February 14 at the annual meeting of the American Association for the Advancement of Science.

Baer Award Nominations Due

The School of Medicine Dean's Office now is accepting nominations from all faculty members for the 1993 Charlotte Baer Award. The award has been presented annually since 1979 to recognize a volunteer clinical faculty member who has given distinguished service to the School — whether it be superior teaching, outstanding administrative activities, representing the School at the local, state or national level, or exemplary service to national or international societies.

The award honors Baer, who fled Germany in 1938 and came to California, where she earned her MD from UCSF. A practicing internist in San Francisco, she was a devoted member of the clinical faculty for nearly 30 years. The award was established six years after Baer's death to honor clinical faculty members, who, like Baer, has distinguished themselves in the areas of teaching and other service to UC.

Nominations should be accompanied by a brief curriculum vitae and detailed supporting statements with particular reference to teaching contributions, and sent to the Dean's Office, Box 0410, Room S 224, no later than Monday, March 1. For further information call 476-2341.

Today/Tomorrow

27 Saturday

ANESTHESIA GRAND ROUNDS. HSW 301. 8-10 a.m.

1 Monday

BREAST CANCER SCREENING SCHEDULE

Women can have low-cost mammograms — X-rays to screen for breast cancer — from a mobile van that travels to convenient locations in the Bay Area.

Women need the approval of their physician to have the mammogram, in addition to their doctor's full name, address (including room number & zip) and phone number to assure that results are mailed promptly. The procedure takes approximately 20 minutes and costs $60. To make an appointment call 476-2193 between 9 a.m. & 3 p.m.

Because the service has become so popular and appointments are filled by the time this calendar is published, we list only dates when the van will be at UCSF locations and when appointments are still available:

- Thurs., Apr. 1: UCSF Daly City, 333 Gellert Blvd.
- Fri., Apr. 2: On Parnassus at Medical Cntr. Way.
- Fri., May 7: On Parnassus at Medical Cntr. Way.

A mammogram also is available at the Mount Zion radiology department for $50. Call 885-7710.

OTOLARYNGOLOGY GRAND ROUNDS. S 214. 8-10 a.m.

ART FOR THE SPRING

Pastels, drawings and watercolors by Sylvia Verange will be on display today through May 28. Fac. Alum. House. 9 a.m.-5 p.m. Opening reception for the artist on Wed., Mar. 10. 5-8 p.m. Call 476-4723.*

VAMC NEURORADIOLOGY ROUNDS. 2A47, VAMC. 9:30 a.m.

PRAYER IN THE EASTERN ORTHODOX CHURCH

Meditation & prayer with a monk of the Eastern Orthodox church. Sponsored by the Landberg Cntr. N 527. Noon-1 p.m. Call 564-3515.*

MELANOMA CONFERENCE. Melanoma Clin. Conf. Rm., 4th fl., MZ Pavilion. Noon.

JOINT PSYCHIATRY/BIOCHEMISTRY HUMAN GENETICS SEMINAR: Held the first Monday of each month. HSW 300. 3:30-4:45 p.m.

CVRI/PROGRAM OF EXCELLENCE IN MOLECULAR BIOLOGY: *Transgenic Mouse Models for Study of Lung Development & Disease.* Thomas Korfhagen, Pulm. Bio., Children's Hosp. Med. Cntr., U Cincinnati. S 1364. 4-5 p.m.

LABORATORY MEDICINE GRAND ROUNDS: *Recent Advances in the Biology of Cryptococcus.* Jeffrey C. Edman, Lab. Med. L 535. 4-4:50 p.m.

IMMUNOLOGY SEMINAR SERIES. HSW 302. 5 p.m.

2 Tuesday

PLASTIC SURGERY GRAND ROUNDS: *Problem Cases.* Gregory Bland, Plast. Surg. Davies Med. Cntr. 7-8 a.m.

MULTIDISCIPLINARY TUMOR BOARD: M 1296. 7:30 a.m. Call Barbara Jim-George, 476-4750.

COMBINED ORTHODONTIC/ORTHOGNATHIC CONFERENCE: *Cosmetic Facial Surgery: The Role of the Oral & Maxillofacial Surgeon.* Jeffrey Lewis, private practice. C 701. 8 a.m.

NEW EMPLOYEE ORIENTATION: S 214. 8:30-10:30 a.m. Call Lenard Florendo at 476-1073 to schedule.

SFGH PEDIATRIC GRAND ROUNDS: *Health Care Reform: Prospects Under the Clinton Regime.* Kevin Grumbach, Fam. Prac., SFGH. Carr Aud., SFGH. 8:30-9:30 a.m.

MEDICAL CENTER VOLUNTEER ORIENTATION: To acquaint new & potential volunteers with opportunities available in the Medical Center at UCSF. LPPI Aud. 9 a.m.-noon. Call 476-1196.*

OB/GYN GRAND ROUNDS: *Disorders of Androgen Metabolism in Women.* Rogerio Lobo, Ob/Gyn, USC. S 1364. 9-10 a.m.

PEDIATRIC NEURORADIOLOGY CONFERENCE. HSE 317. 9 a.m.

CAMPUS AMNESTY INTERNATIONAL MEETING: Meets the first Tuesday of each month. MU 111. Noon-1 p.m.

MEDICAL ANTHROPOLOGY SEMINAR IN SOCIAL GERONTOLOGY LECTURE SERIES: *Homeless Older American Indians.* Judith Barker, Med. Anth. Rm. 218, Laguna Honda Schl. Noon-1:30 p.m.

CURRENT ISSUES IN AGING LECTURE SERIES: *Managing After the Diagnosis: A Multidisciplinary Case Conference.* Panel discussion. LPPI Aud. 12:10-1 p.m.

VAMC EEG READING SESSION. Bldg. 203, Rm. 2A49, VAMC. 3 p.m.

MEDICAL ANTHROPOLOGY SEMINAR: *The Changing Context of Family Care for the Elderly in Japan.* Jay Kathryn Elliot, Med. Anth. Rm. 218, Laguna Honda Schl. Noon-1:30 p.m.

SFGH GI MEDICINE/SURGERY/RADIOLOGY IMAGING CONFERENCE. Rm. 1X58, SFGH. 4-5 p.m.

NEUROLOGY RESEARCH SEMINAR: *Molecular Biology of Neurotransmitter Receptors.* David Julius, Pharmacol. & Ex. Ther. S 664. 5-6 p.m.

3 Wednesday

SPINE CONFERENCE ROUNDS. HSE 317. 7-8:30 a.m.

SFGH ORTHOPAEDIC SURGERY STAFF CONFERENCE. Rm. 5K8, SFGH. 7:30-9 a.m.

HEMATOLOGY CLINICAL CONFERENCE. M 1296. 7:30-8:30 a.m.

DERMATOLOGY STAFF CONFERENCE: *Psychodermatology Update.* John Koo, Derm. HSW 301. 8-9 a.m.

GASTROENTEROLOGY SEMINAR SERIES: *TIPS for Refractory Cirrhotic Ascites.* Kenneth A. Somberg, Gastroent. S 214. 8-9 a.m.

OCCUPATIONAL & ENVIRONMENTAL MEDICINE GRAND ROUNDS: *The Marketing of Ergonomics: Truth in Advertising.* Philip Harber, Occ. Med., UCLA. A 455. 8-9 a.m.

SURGERY GRAND ROUNDS: *Status & Future of Laparoscopic Surgery.* Lawrence Way, Surg. Toland Hall. 8 a.m.

ENDOCRINE GRAND ROUNDS: *Disorders of Androgen Metabolism in Women.* Roger Lobo, Ob/Gyn, USC. M 1486. 8:30 a.m.

NUCLEAR MEDICINE SEMINAR: *Current Topics in Nuclear Cardiology.* James Lucas, Nuc. Med. LPPI Aud. 8:30 a.m.

GASTROENTEROLOGY GRAND ROUNDS: *The Approach to the Patient with Chronic Diarrhea.* Lawrence Schiller, Med., Baylor Med. Cntr. S 214. 9-10 a.m.

FACULTY WIVES & ASSOCIATES LUNCHEON/MEETING: *Deaning in the '90s.* Herma Hill-King, dean, Boalt Hall School of Law, UCB. $15. Men's Faculty Club, UCB. 11 a.m. Call 342-9188.

JOINT MEDICINE/STOMATOLOGY AIDS-HIV UPDATE: *Women, Heterosexuals & Teenagers: Issues & Prevention.* Ruth M. Greenblatt, Med. & AIDS Clin. Cole Hall. Noon.

BROWN BAG LECTURE SERIES: *Peak Motivation: How to Get It & How to Keep It.* Alice Zakian, author & trainer, teaches the secret to the tough thinking that can change your life. Sponsored by Campus Tours/Speakers Bureau. HSW 300. Noon-1 p.m. Call 476-4394.*

SCHOOL OF NURSING PRIMARY HEALTH CARE LECTURE SERIES: *Community Participation: Lip Service?* Linda Sawyer, MHCAN. N 517. Noon-1 p.m.

DERMATOPHARMACY/DERMATOTOXICOLOGY SEMINAR: *Mechanisms of Skin Irritation: Superoxide Anion Generation.* Akihiro Aioi, Derm. S 214. 1-2 p.m.

PSYCHIATRY GRAND ROUNDS: *Hormonal Influences on Mood Disorders in Women.* Barbara L. Parry, Psychr. & Psychr. Emerg. Serv., UCSD. LPPI Aud. 1-2 p.m.

HEAD & NECK TUMOR CONFERENCE. Melanoma Clin. Conf. Rm., 4th fl., MZ Pavilion. 1:30 p.m.

TRANSFUSION RESEARCH FORUM: *Evolution of the Albumin Gene Family.* Achilles Dugaiczyk, Physio. L 535. 3-4 p.m.

BIOCHEMISTRY & BIOPHYSICS SEMINAR. HSW 301. 4 p.m.

SEMINAR IN BIOLOGY SERIES: *Development of Identitifed Neurons in Embryonic Zebrafish.* Judith Eisen, U Oregon. HSW 300. 4 p.m.

CHILD NEUROLOGY CONFERENCE. M 666. 4:30 p.m.

OPERATIVE UROLOGY CONFERENCE: *Pyeloplasty Principles & Techniques.* Emil Tanagho, Uro. M 464. 5-6 p.m.

PATHOLOGY GRAND ROUNDS: *Thyroid Cytopathology-I.* Theodore Miller, Path. HSW 508. 5:30-6:30 p.m.

4 Thursday

ORTHOPAEDIC SURGERY STAFF CONFERENCE. HSW 303. 7-8 a.m.

MEDICINE GRAND ROUNDS: *Regression of Human Coronary Artery Disease: The New Era.* John P. Kane, Med., Biochem. & Biophys. & Lipid Clin. Toland Hall. 8-9 a.m.

SFGH NEUROLOGY/NEUROSURGERY CONFERENCE. Rm. 4H2, SFGH. 8-9 a.m.

PEDIATRIC GRAND ROUNDS: *Henoch-Schonlein Purpura.* Robert Mathias, Ped. S 664. 8-9 a.m.

OPHTHALMOLOGY GRAND ROUNDS: *The Response of Retinal & Choroidal Vasculatures to Ionizing Radiation.* Desmond Archer, Oph., Queens U, Belfast, N. Ireland. First annual Transamerica Professor. C 701. 8:30 a.m.-3:30 p.m. Preceded by case presentations: *Cornea.*

SFGH TRAUMA CENTER CONFERENCE. Rm. 4H2, SFGH. 9-10 a.m.

FAMILY & COMMUNITY MEDICINE/PRIMARY CARE LECTURE SERIES: *Ambulatory Assessment & Management of Hypertension.* Dorothee Perloff, Med. & Hyperten. Clin.; R. Ron Finley, Pharm. A 455. 10 a.m-noon.

NEUROLOGY/NEURORADIOLOGY CONFERENCE. HSE 317. 10-11 a.m.

PEDIATRIC TUMOR CONFERENCE. L 34. 11 a.m.-12:15 p.m.

JOINT MEDICINE/STOMATOLOGY AIDS-HIV UPDATE: *Pediatric Manifestations & Issues.* Diane W. Wara, Med., Ped. & Ped. Rheum/Imm. Cole Hall. Noon.

BIOTECHNOLOGY IN SOCIETY LECTURE SERIES: *New Wine in Old Bottles: A Comparative Review of Biotechnology Regulation.* Sheila Jasanoff, Sci. & Tech. Studies, Cornell. HSW 301. Noon-1 p.m.

JOINT GRADUATE GROUP IN ORAL BIOLOGY/SEMINARS IN BIOLOGY PRESENTATION: *Integrin Regulation of Intracellular Signal Transduction Through Protein Tyrosine Phorsphorylation.* Joan Brugge, Ariad Pharmaceuticals. Toland Hall. Noon.

NURSING PRESIDENTIAL CHAIR LECTURE

Nursing Home Reform: Progress & Problems. Claire Fagin, dean emeritus & Leadership Professor, School of Nursing, U Penn. Toland Hall. 3 p.m. Reception to follow in School of Nursing mezzanine.*

BOLDREY LECTURE

The Development of Current Treatment of Intracranial Aneurysms. Bryce Weir, Neurosurg. & Surg., U Chicago. The Eleventh Annual Edwin B. Boldrey Lecture is sponsored by Dept. Neurosurg. HSW 303. 4-5 p.m. Refreshments to follow.*

ONCOLOGY CLINICAL CONFERENCE. M 1296. 4 p.m.

MEDICINE/SURGERY ADULT CARDIAC CATHETERIZATION CONFERENCE. L 1361. 4-6 p.m.

NEURORADIOLOGY GRAND ROUNDS. HSW 303. 4-5 p.m.

NEUROSCIENCE SEMINAR: *Synaptic Excitation & NMDA Channel Kinetics.* Craig Jahr, Vollum Inst., Oregon Hlth. Sci. U. HSW 300. 4 p.m.

NEUROSURGERY GRAND ROUNDS. HSW 303. 4-5 p.m.

PRIMARY CARE GRAND ROUNDS: *Vitamins & Health.* Robert Baron, Med., Clin. Med. & Cont. Med. Educ. A 455. 4:30 p.m.

RADIOLOGY GRAND ROUNDS: *Acute Cholecystitis: New Concepts & Old Misconceptions.* Philip W. Ralls, Rad., USC. HSW 303. 5:15-6:15 p.m.

ARTS & PERFORMANCES' COLE HALL CINEMA: *The Last of the Mohicans.* Children under 14 $2; UCSF students & MU members $2.50; students, seniors & UCSF employees $3; general $3.50. Cole Hall. 5:45 & 8:15 p.m. (Movies subject to change.) Call 476-2542.*

5 Friday

ORTHOPAEDIC PEDIATRIC CONFERENCE. C 417. 7-8 a.m.

CRI HEMATOLOGY/ONCOLOGY JOURNAL CLUB. M 1296. 8 a.m.

MOUNT ZION MEDICINE GRAND ROUNDS. Herbst Hall, MZ. 8:30-9:30 a.m.

CHILD & ADOLESCENT PSYCHIATRY CONFERENCE: *Evaluation & Treatment Planning with a Grade School Child Presenting with Atypical Learning & Behavioral Symptoms.* Panel discussion. LPPI Aud. 9:30-11 a.m.

PHARMACEUTICAL CHEMISTRY 221 SEMINAR: *Three-Dimensional Models for Membrane Receptor Proteins Derived from Computer Modeling Studies & Experimental Data.* Terry Lybrand, Mol. Bioeng. Prog., U Wash. HSW 302. 11 a.m.

INSTITUTE OF HEALING ARTS & SCIENCES LECTURE: *Mediumship, Psychic Readings & Counseling.* Karen Lundegaard, counselor. N 721. Noon. Call 564-4416.*

SFGH PROGRAM IN CELLULAR & MOLECULAR MEDICINE: *Bypassing Immunization: Human Antibodies from V-Gene Repertoires Expressed on Bacteriophage.* James D. Marks, Anes., SFGH. Rm 3208, 2nd fl., Bldg. 30, SFGH. Noon.

ARTS & PERFORMANCES' COLE HALL CINEMA: *The Last of the Mohicans.* Children under 14 $2; UCSF students & MU members $2.50; students, seniors & UCSF employees $3; general $3.50. Cole Hall. 6:30 & 9 p.m. (Movies subject to change.) Call 476-2542.*

6 Saturday

ANESTHESIA GRAND ROUNDS. HSW 301. 8-10 a.m.

LOW VISION FORUM: Marco Zarbin, Oph., VAMC, talks about macular degeneration — the most common cause of blindness in older Americans. Forums are held on the first Saturday of each month. Main foyer, ACC. 11 a.m.-1 p.m. Call Frances Neer at 626-5313 for information.*

INSTITUTE OF HEALING ARTS & SCIENCES WORKSHOP: *How to Drive Your Own Bus.* Gary H. Craig, personal performance consultant, teaches how to eliminate negative "self talk" and reach your full potential. $50. 6-9 p.m. N 721. Call 892-0202.*

*Open to the public.

CELEBRATING WOMEN'S HISTORY MONTH

UCSF celebrates Women's History Month with events around the theme "Giving Credit Where Credit Is Due." The following events take place the first two weeks of the month. Sponsored by the Women's Resource Center & the Women's Events Committee unless otherwise noted.

- Mon., Mar. 8: *Snake-Goddesses & Femmes Fatales: A Bio-Mythological Perspective on Women, Evil & Violence.* Slide/Film presentation explores the long historical association of women & evil in western culture & its possible role in violence against women. Sponsored by Psychiatry's Women's Task Force. Rm. 7M20B, SFGH. 11 a.m.-1 p.m.*

  Rebel Voices. The vocal duo of Susan Lewis & Janet Stecher sing out for social change & celebrate the female spirit. Co-sponsored by Arts & Performances. Plaza Grill. Noon-1 p.m. Program is repeated on Tues., Mar. 9, at noon in Rm. 125, MCB.*

- Wed., Mar. 10: *Herbs Make Scents.* Jeanne Rose, author & "grand dame" of the herbal movement, discusses the various uses of essential oils & plants. Sponsored by Campus Tours/Speakers Bureau. HSW 300. Noon-1 p.m.*

Ramona Soto

- Thurs., Mar. 11: *Giving Credit Where Credit Is Due: Women's Art Fair.* Features traditional art forms women have created throughout the ages to tell their stories, heal the sick & providepractical items for the home. Co-sponsored by Arts & Performances & EMPACT! Millberry Conf. Cntr. 11:30 a.m.-1:30 p.m.*

Feb. 27-Mar. 12, 1993

7 Sunday

UCSF ORCHESTRA WINTER CONCERT

Features solo cellist Bonnie Hampton. Selections include Antonin Dvorak's *Cello Concerto in B minor (Op. 104)* and Igor Stravinsky's *Firebird Suite* (1919 version). Sponsored by Arts & Performances. $4/7. Millberry Gym. 4 p.m. Call 476-2542.*

8 Monday

OTOLARYNGOLOGY GRAND ROUNDS. S 214. 8-10 a.m.

VAMC NEURORADIOLOGY ROUNDS. 2A47, VAMC. 9:30 a.m.

MELANOMA CONFERENCE. Melanoma Clin. Conf. Rm., 4th fl., MZ Pavilion. Noon.

SCHOOL OF MEDICINE DEAN'S RESEARCH SEMINAR: *Molecular Mechanism of Sperm-Egg Fusion: Implications for Infertility & Contraception.* Judith White, Pharmacol. & Exp. Therapeutics; Mary Martin, Ob/Gyn. HSW 300. 3:30-5 p.m. Simultaneous transmission to Rm. 3208, Bldg. 30, SFGH.

TROY C. DANIELS LECTURER

Frederic M. Richards, Sterling Professor Emeritus, Mol. Biohys. & Biochem., Yale, is the School of Pharmacy's 1992-93 Troy C. Daniels Lecturer. All lectures in HSW 302.

- Mon., Mar. 8: *The Geometry of Globular Proteins.* 4 p.m.
- Wed., Mar. 10: *Mutagenesis & the Protein Potential Function.* 11 a.m.
- Fri., Mar. 12: *The Interface Between Proteins & Water.* 11 a.m.

CVRI/PROGRAM OF EXCELLENCE IN MOLECULAR BIOLOGY: *Transgenic Mouse Models of Lipoprotein Disorders & Atherosclerosis.* Jan L. Breslow, Rockefeller U. S 1364. 4-5 p.m.

IMMUNOLOGY SEMINAR SERIES. HSW 302. 5 p.m.

URORADIOLOGY CONFERENCE. M 464. 5-6 p.m.

9 Tuesday

PLASTIC SURGERY GRAND ROUNDS: *Scalp Reconstruction & Hair Transplantation.* Gregory Bland, Plast. Surg. Rm. 200 1A-122, VAMC. 7-8 a.m.

MULTIDISCIPLINARY TUMOR BOARD: M 1296. 7:30 a.m. Call Barbara Jim-George, 476-4750.

ORAL & MAXILLOFACIAL SURGERY GRAND ROUNDS: *Mohs Surgery in the Treatment of Head & Neck Tumors.* Roy C. Grekin, Derm. C 701. 8 a.m.

SFGH PEDIATRIC GRAND ROUNDS: *Clinical Manifestation of HIV in Children.* Ann Petru, Children's Hosp., Oakland. Carr Aud., SFGH. 8:30-9:30 a.m.

MOUNT ZION VOLUNTEER ORIENTATION: To acquaint new & potential volunteers with opportunities available at UCSF/Mount Zion. Herbst Hall. 9-11:30 a.m. Call 885-7353 to reserve a space.*

OB/GYN GRAND ROUNDS: *Evaluation of Urinary Incontinence.* Jeanette S. Brown, Ob/Gyn. S 1364. 9-10 a.m.

PEDIATRIC NEURORADIOLOGY CONFERENCE. HSE 317. 9 a.m.

SFGH MEDICINE GRAND ROUNDS. Carr Aud., SFGH. 11:30 a.m.

MEDICAL ANTHROPOLOGY SEMINAR IN SOCIAL GERONTOLOGY LECTURE SERIES: *Frailty, Risks, Choices.* Sharon Kaufman, Soc. & Behav. Sci. Rm. 218, Laguna Honda Schl. Noon-1:30 p.m.

VAMC EEG READING SESSION. Bldg. 203, Rm. 2A49, VAMC. 3 p.m.

BIOCHEMISTRY & BIOPHYSICS SEMINAR. HSW 301. 4 p.m.

EPIDEMIOLOGY & BIOSTATISTICS SEMINAR: *Prognostic Value of Clinical & Exercise Test Variables in Patients After Myocardial Infarction: A 10-Year Follow-Up Study.* Erika S. Froelicher, Physio. Nurs. MU 427 West. 4-5 p.m.

SFGH GI MEDICINE/SURGERY/RADIOLOGY IMAGING CONFERENCE. Rm. 1X58, SFGH. 4-5 p.m.

NEUROLOGY GRAND ROUNDS: *The Symptomatic Treatment of Head & Face Pain.* Neil Raskin, Neuro. S 664. 5-6 p.m.

10 Wednesday

SPINE CONFERENCE ROUNDS. HSE 317. 7-8:30 a.m.

SURGERY GRAND ROUNDS: *Functioning & Non-Functioning Adrenal Tumors.* Orlo H. Clark, Surg., MZ. Toland Hall. 7-8:30 a.m.

SFGH ORTHOPAEDIC SURGERY STAFF CONFERENCE. Rm. 5K8, SFGH. 7:30-9 a.m.

HEMATOLOGY CLINICAL CONFERENCE. M 1296. 7:30-8:30 a.m.

DERMATOLOGY STAFF CONFERENCE: *What's New in Pediatric Dermatology.* Ilona Frieden, Ped. & Derm. HSW 301. 8-9 a.m.

GASTROENTEROLOGY SEMINAR SERIES: *Journal Review/Treatment of Bleeding Esophageal Varices: Banding & Triglycyl-Lysine Vasopressin.* Donald F. Lum, Gastroent. S 214. 8-9 a.m.

GRAND ROUNDS IN MEDICAL EDUCATION: *Mysticism & Mythology in Medical Education.* Daniel Lowenstein, Neuro. C 130. 8-9 a.m.

ENDOCRINE GRAND ROUNDS: *Role of Insulin in Cardiovascular Disease.* Michael Tuck, VAMC, Sepulveda, CA. M 1486. 8:30 a.m. Speaker will present another lecture in Rm. 1A 22, VAMC at noon. Call Sandra Erikson at 750-2005 for topic.

NUCLEAR MEDICINE SEMINAR: *Radiation Safety: Refresher Course Part I.* Ara Tahmassian, Rad. Safety Office. LPPI Aud. 8:30 a.m.

GASTROENTEROLOGY GRAND ROUNDS: *Clinical & Molecular Aspects of Giardiasis.* Martin F. Heyworth, Med. S 214. 9-10 a.m.

JOINT MEDICINE/STOMATOLOGY AIDS-HIV UPDATE: *Ethics & HIV.* Molly Cooke, Clin. Med. & Med. Cole Hall. Noon.

BROWN BAG LECTURE SERIES: (See Women's History Month events, opposite page.)*

PSYCHIATRY GRAND ROUNDS: *Culture & Treatment: An Integration.* Elaine Pinderhughes, Social Work, Boston Coll. LPPI Aud. 1-2 p.m.

HEAD & NECK TUMOR CONFERENCE. Melanoma Clin. Conf. Rm., 4th fl., MZ Pavilion. 1:30 p.m.

TRANSFUSION RESEARCH FORUM: *Structure/Function of HIV-1.* Cecilia Chenge-Mayer, CRI. L 535. 3-4 p.m.

SEMINAR IN BIOLOGY SERIES: *Substance P Receptor: Structure, Function & Regulation.* James Krause, Washington U. HSW 300. 4 p.m.

CHILD NEUROLOGY CONFERENCE. M 666. 4:30 p.m.

PATHOLOGY GRAND ROUNDS: *Thyroid Cytopathology-II.* Theodore Miller, Path. HSW 508. 5:30-6:30 p.m.

GREAT EXPECTATIONS PROGRAMS FOR PARENTS PRESENTATION: *Choosing Child Care for Infants & Toddlers.* Video presentation of *Developmentally Appropriate Practice: Birth to Age 5 Years.* $5 per individual/couple. A 326. 7-8:30 p.m. Call 476-6667.*

11 Thursday

ORTHOPAEDIC SURGERY STAFF CONFERENCE. HSW 303. 7-8 a.m.

MEDICINE GRAND ROUNDS: *New Aspects of COPD Therapy.* Nicholas J. Gross, Med. & Mol. Biochem, Loyola U, Chicago. Toland Hall. 8-9 a.m.

PEDIATRIC GRAND ROUNDS: *Vitamin D: The Past 20 Years.* Anthony Portale, Ped. & Med. S 664. 8-9 a.m.

ONGOING SUPPORT GROUPS

MONDAY

FRIENDS OF LOIS AL-ANON MEETING: Closed meeting: for friends & families of alcoholics only. 3rd fl. Conf. Rm., MCB. Noon.*

UCSF AIDS HEALTH PROJECT MEDITATION & SELF-HYPNOSIS WORKSHOP: Weekly discussion group for anyone dealing with HIV or AIDS in themselves or others. Gazebo Rm., Davies Med. Cntr. 7-9 p.m. Call 476-6445.*

ALZHEIMER'S SUPPORT GROUP: For caregivers, family & friends of people with Alzheimer's or other dementing illnesses. First Monday of each month. Ground Fl. Conf. Rm., Alzheimer's Clin., 1350 7th Ave. 7-9 p.m. Call (800) 942-1333.*

TUESDAY

MULTIPLE HELPERS OUTREACH NETWORK SUPPORT GROUP: For victims & survivors of violent trauma. Ages 15 & over. A 222, LPPI. 10 a.m.-noon. Help-line at 759-7923 provided daily, 7 a.m.-10 p.m.*

OVEREATERS ANONYMOUS MEETING: Regular OA discussion meeting. N 717B. Noon.*

LUPUS SUPPORT GROUP: Second Tues. of the month. C 27, MZ. 7-9 p.m. Call 885-1720.*

WEDNESDAY

PARNASSUS AL-ANON MEETING: For friends & families of alcoholics. Observers welcome. C 517. Noon-1 p.m.*

ALCOHOLICS ANONYMOUS MEETING: Closed meeting: alcoholics only. 3rd fl. Conf. Rm., MCB. 12:05 p.m.*

MULTIPLE HELPERS OUTREACH NETWORK SUPPORT GROUP: For victims & survivors of violent trauma. Ages 15 & over. Two locations & times: A 222, LPPI, 1-3 p.m., and N 517, 7-10 p.m. Help-line also provided daily, 7 a.m.-10 p.m. at 759-7923.*

"AT THE HEART OF IT" CARDIAC SUPPORT GROUP: For heart patients experiencing fear, anxiety, confusion & stress. A six-week series. Call Kathleen Congdon at 885-7227.

SUPPORT GROUP FOR FAMILY/FRIENDS OF THOSE WITH MENTAL ILLNESS: Open to anyone interested in learning more about psychiatric disorders & their treaments. Call Laura Deering-Mayclin at 476-7394 for more information.

THURSDAY

ALCOHOLICS ANONYMOUS MEETING: Closed meeting: alcoholics only. LPPI A222. 6 p.m.*

FRIDAY

OVEREATERS ANONYMOUS MEETING. 3rd fl. Conf. Rm., MCB. 12:05 p.m.*

ALCOHOLICS ANONYMOUS MEETING: Closed meeting: alcoholics only. C 417. 12:10-1 p.m.*

LAKESIDE SENIOR MEDICAL CENTER CAREGIVER SUPPORT GROUP: Meets on alternate Fridays. $10 per meeting. 2501 Ocean Ave. at Junipero Serra. 2-4 p.m. Call 586-8600.

SFGH NEUROLOGY/NEUROSURGERY CONFERENCE. Rm. 4H2, SFGH. 8-9 a.m.

OPHTHALMOLOGY GRAND ROUNDS: *Cataract Extraction in Uveitis Patients.* Todd Margolis, Proctor Fndt. S 214. 8:30-10 a.m. Preceded by case presentations: *Pediatric Ophthalmology.*

SFGH TRAUMA CENTER CONFERENCE. Rm. 4H2, SFGH. 9-10 a.m.

FAMILY & COMMUNITY MEDICINE/PRIMARY CARE LECTURE SERIES: *Evaluation of Syncope.* Steven Fugaro, Med. *Preventive Care of the HIV Positive Patient.* Allen Gifford, AIDS Clin. A 455. 10 a.m-noon.

NEUROLOGY/NEURORADIOLOGY CONFERENCE. HSE 317. 10-11 a.m.

PEDIATRIC TUMOR CONFERENCE. L 34. 11 a.m.-12:15 p.m.

BIOTECHNOLOGY IN SOCIETY LECTURE SERIES: *Rethinking the Meaning of Genetic Determinism.* Evelyn Fox Keller, Prog. Sci., Tech. & Society, MIT. HSW 301. Noon-1 p.m.

ORAL BIOLOGY 220 SEMINAR SERIES. S 664. Noon.

MEDICINE/SURGERY ADULT CARDIAC CATHETERIZATION CONFERENCE. L 1361. 4-6 p.m.

NEUROSCIENCE SEMINAR: *Memory & Brain Systems.* Larry Squire, VAMC, UCSD. HSW 300. 4 p.m.

ONCOLOGY CLINICAL CONFERENCE. M 1296. 4 p.m.

PRIMARY CARE GRAND ROUNDS: *New Developments in Audiology: Testing & Hearing Aids.* Robert Sweetow, Aud. A 455. 4:30 p.m.

NEUROSURGERY GRAND ROUNDS. HSW 302. 5-6:30 p.m.

ARTS & PERFORMANCES' COLE HALL CINEMA: *The Bodyguard.* Children under 14 $2; UCSF students & MU members $2.50; students, seniors & UCSF employees $3; general $3.50. Cole Hall. 5:45 & 8:15 p.m. (Movies subject to change.) Call 476-2542.*

12 Friday

CRI HEMATOLOGY/ONCOLOGY JOURNAL CLUB. M 1296. 8 a.m.

MOUNT ZION MEDICINE GRAND ROUNDS. Herbst Hall, MZ. 8:30-9:30 a.m.

CHILD & ADOLESCENT PSYCHIATRY CONFERENCE: *Mental Health Issues in the Child Care Setting: Addressing the Developmental & Emotional Needs of Your Children Through Mental Health Consultation.* Kadija Johnson, Psychr. & Infant-Parent Prog., SFGH. LPPI Aud. 9:30-11 a.m.

INSTITUTE OF HEALING ARTS & SCIENCES LECTURE: *Dreamwork: How to Use Dreams Effectively in Your Life.* Therapist & teacher Stephanie Van Zandt Nelson teaches the basic technique of dream interpretation. N 721. Noon. Call 564-4416.*

SFGH PROGRAM IN CELLULAR & MOLECULAR MEDICINE: *Molecules That Go Bump in the Night: The Role of Proteases in Parasitic Infections.* James H. McKerrow, Path., VAMC & Pharm. Chem. Rm 3208, 2nd fl., Bldg. 30, SFGH. Noon.

ARTS & PERFORMANCES' COLE HALL CINEMA: *The Bodyguard.* Children under 14 $2; UCSF students & MU members $2.50; students, seniors & UCSF employees $3; general $3.50. Cole Hall. 6:30 & 8:45 p.m. (Movies subject to change.) Call 476-2542.*

DEVELOPMENT & TRAINING

For further information call 476-4032.

Communicating with Confidence: A Workshop for Non-Managers. Tues., Mar. 2 & 9. 8:30 a.m-noon. $75.

Payroll Workshop. Wed., Mar. 3. 12:30-4:30 p.m. $40.

Leadership Challenges. Thurs., Mar. 4. 8:30 a.m.-4 p.m. $75.

Coaching/Motivating/Delegating. Fri., Mar. 5. 8:30 a.m.-4 p.m. $90.

Employment Discrimination Law Update for Supervisors & Managers. Wed., Mar. 10. 8:30 a.m.-noon. $40

Labor Relations Supervisory Series. Wed., Mar. 10, 17, 24. 1-4:30 p.m. $40.

Career Directions at UCSF. Thurs., Mar. 11, 18, 25. 8:30 a.m.-noon. $105.

Personnel Policies for Supervisors. Thurs., Mar. 11, 18, 25. 1-4 p.m. $40.

Self-Assessment for Career Planning. Tues., Mar. 16, 23, 30, Apr. 6. 8:30 a.m.-noon. $125.

Vendor Payments. Wed., Mar. 17. 8:30 a.m.-noon. $40.

Clerical Staff's Guide to Business English. Tues., Thurs., Fri., Mar. 30, Apr. 1, 2. Mar. 30: 1-4 p.m. Apr. 1, 2: 10 a.m.-1 p.m. $75.

Contracts & Grants Workshop. Wed., Mar. 31. 9 a.m.-noon. $40

Writing for Results. Thurs., Apr. 1, 8, 15. 1:30-4:30 p.m. $75.

Supervisors Training Program. Wed., Apr. 7, 14, 21, 28, May 5, 12, 19. 8:30 a.m.-noon, except May 19, which runs until 12:30 p.m. $100.

Demystifying Gift/Private Grant Acceptance. Thurs., Apr. 8. 9 a.m.-noon. $40.

General Ledger & Accounting. Thurs., Apr. 8. 8:30 a.m.-4 p.m. $50.

Survival Skills for the Administrative Assistant. Tues., Apr. 13, 20, 27. 8:30 a.m.-12:30 p.m. $60.

Travel Expense Processing. Wed., Apr. 14. 1:30-4 p.m. $90.

Coping with Difficult People. Fri., Apr. 16. 8:30 a.m.-4:30 p.m. $75

Presentation Skills. Fri., Apr. 23. 8:30 a.m.-4:30 p.m. $125.

THE NEXT DEADLINE

Tues., Mar. 2, 1993 is the deadline for items to be listed in the next calendar, which covers **Mar. 13-26, 1993 (two weeks).** They must be received in our office in writing by 11 a.m. on that Tuesday. Mail your copy to Michele Firpo at Box 0462, call 476-1541, send a fax to 665-8668, or bring it to S 20.

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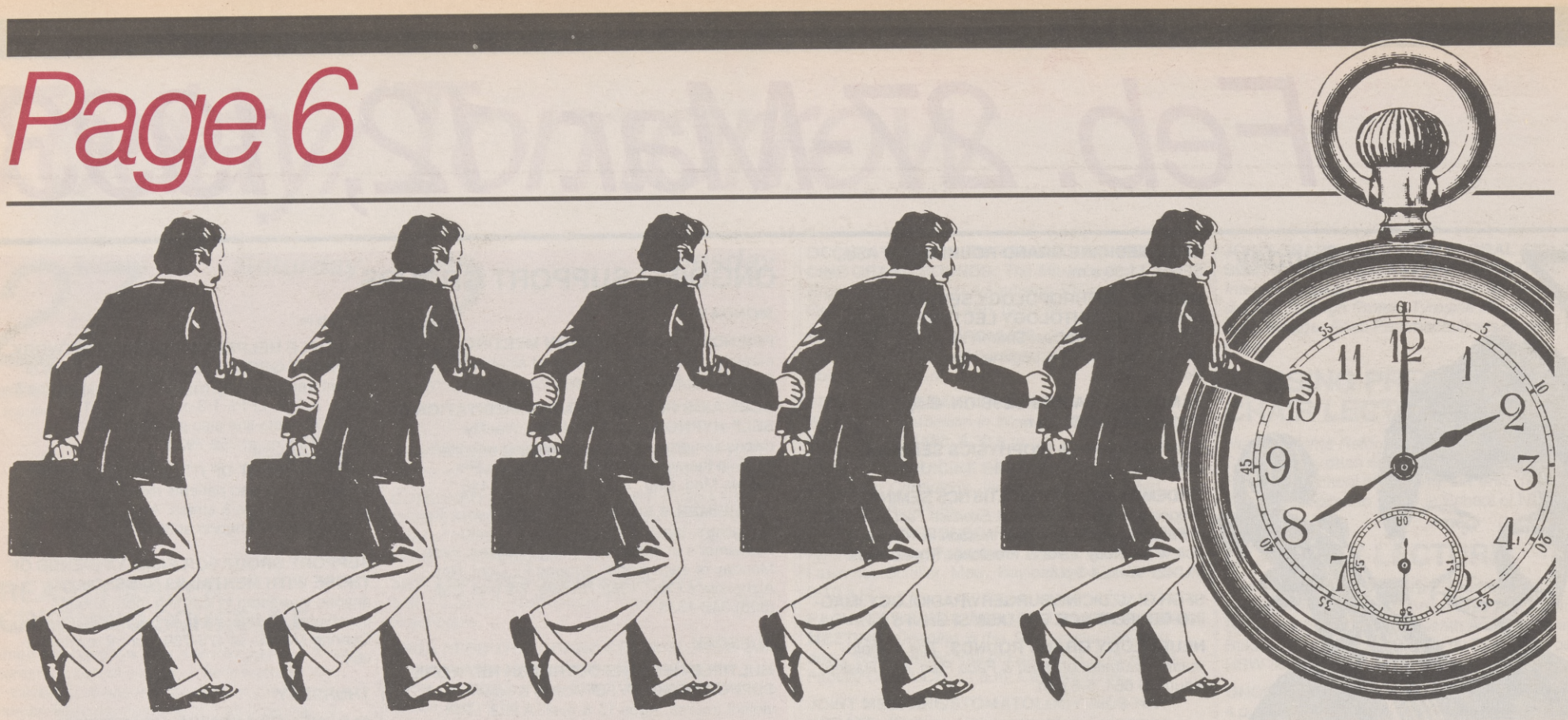


"Flexibility" is the Key

Changing the Work Place to Help Benefit the Employee (and the Organization)

What is of special concern to employees, in particular UCSF employees? There are many answers. But the one that is heard most frequently, *"I seem to be working more, for the same amount of money, with less time off."*

With the inevitable rise in federal taxes, the state budget in such a mess, and the likelihood of continued cuts in UC's funds, it doesn't seem that the present work situation — or the pressures of outside obligations — will improve soon.

How can employees continue to be productive and enjoy their work? What options are out there which might better accommodate both the employee and the manager? What do you do when morale is low and so is the bank account?

Last week, the UCSF Council sponsored a panel discussion to address employee work options, including "flex time" and "telecommuting." The key word throughout the discussion was *flexibility*.

"Flex time is a big issue for major corporations," said Byron Sigal, who heads the UCSF Child & Elder Care Referral Service. Sigal and Betsy Murray, chair of the Committee on Worklife Options, agreed that corporations are all competing for skilled people, and many of these skilled people are looking at choosing their own hours, a shorter work week, job sharing or maybe working at home.

One such employee option possibility is called "OPT Time," a program devised by UCSF's Business & Fiscal Services. According to Joann LaCasse and Kim Garcia, who devised and analyzed OPT Time along with a Personnel team, this is not actually flex time. It is a plan which expands a number of work schedule options, and where: (a) operations are not affected, (b) there is a commitment by both management and staff to strengthen the organization, (c) all employees are treated fairly, and (d) there are no financial liabilities and no legal problems.

Manager Terry Johnson of Business & Fiscal Services already has begun to put OPT Time into place in both his Accounting and Materiel Services units. According to LaCasse and Garcia, both units now are in their training and implementation phases.

Legal problems?

According to Randy Lopez, assistant vice chancellor, Staff Personnel, there are some legal problems around OPT Time, mostly to do with the Fair Labor Standards Act. He explained that there are two basic categories of UC employees — those who are exempt from premium overtime (currently MAP and A&PS employees for the most part), and those who are support staff and/or under collective bargaining and not exempt from premium overtime.

Those non-exempt employees, according to the Act, need to fit into a 40-hour work week. Lopez said, however, that the University is looking at the flexibility of that law. While OPT Time is a good idea, Lopez said, departments should get early involvement from their employee or labor relations representatives to avoid significant financial liabilities. "There needs to be a consistent, flexible approach. But it still can be done," he said.

Telecommuting

"Telecommuting" definitely is a '90s term. It is the concept of using telecommunications technology to work at home to avoid the wasted hours in the commute to and from work. Guest speaker Dick Fitzmaurice of PacBell described it as, "Moving work to the worker, not the worker to work. Using the computer highway, not the asphalt highway."

According to Fitzmaurice, Bay Area commuters spend 63 hours a year sitting in traffic, which amounts to an annual waste of $2 trillion in employee time. There are some 6.6 million people around the country who now are telecommuting, including 45,000 in the Bay Area. Another 700,000 Bay Area employees could be telecommuting.

Telecommuting also seems to be healthier. Studies of LA commuters showed that they had higher blood pressure than non-commuters.

Telecommuting, of course, is not for everyone. Nor is every job suited to a home-based work station. Those jobs which do not require that you always be at your desk probably are the best candidates. And your chances of success are even better if you are able to receive office information at your home — be it through electronic mail, voice mail, call forwarding, calling card, video conferencing, etc.

Success, according to Fitzmaurice, however, also means being able to work in a nonstructured environment. If being at home means slipping the laundry in, cleaning the cat box, or making a few trips to the refrigerator every hour or so, then telecommuting is not for you. It also won't work unless managers are flexible and learn how to supervise differently.

Fitzmaurice suggested for those who are able to telecommute, that they do so only one to three days a week. "This avoids isolation, he said, "and also avoids being out of the loop too long."

The big question is: "Is there a University policy which addresses flex time or telecommuting?" And the big answer is: "There is no stated UC policy," said Lopez. "Managers clearly are allowed to set hours and place of work. You now have a very wide scope to work with." Lopez again added that Personnel is continuing to look into the flexibility of the Fair Labor Act.

"Today, employees' needs — working out a flexible schedule, balancing outside obligations — these are bottom line issues, not fancy frills," said Sigal.

Fun Zone

EMPACT's Raffle Could Deliver Your Dream Vacation

Picture yourself walking with your sweetie on a clean, empty beach in Mexico, the surf pounding, the spray sprinkling your face. Or maybe the scene is of you and your child participating in a fun-in-the-sun game at a top resort.

Your dream could be realized just by buying an EMPACT! raffle ticket (or 2 or 20) starting Mon., March 1. The grand prize — airfare and a Club Med vacation for two — was donated by American Express to celebrate the travel service they will be opening on the I-level of Millberry Union later this spring.

Raffle tickets will be available at the usual EMPACT! ticket locations and from the EMPACT! volunteer near you for only $1. (Pretty good deal for a Club Med vacation or an autographed Joe Montana jersey or even a top-notch dinner.) Plus, you can earn more chances to win by volunteering as a ticket seller! For every 20 tickets you sell, you'll get a mini-raffle ticket for special "ticket seller" prizes. Plus, your mini-raffle ticket will be good in the big drawing. If this all sounds too good to be true, call Laurie at 476-2675 to have your beliefs confirmed, to get more information or to volunteer.

Some other activities to keep you entertained:

- **UCSF Orchestra Concert.** Let beautiful music fill your soul when the UCSF Orchestra presents their Winter Concert on Sun., March 7, at 4 p.m. in the Millberry Gym. The program features cellist Bonnie Hampton performing as soloist for Dvorak's *Cello Concerto in B minor (Op. 104)*. Stravinsky's *Firebird Suite* is also on the program. Sponsored by Arts & Performances. Tickets: $4/7. Call 476-2542.
- **Women's History Month Celebration:** Arts & Performances and EMPACT! are sponsoring a Women's Art Fair on Thurs., March 11, in the Millberry Conference Center from 11:30 a.m. to 1:30 p.m. as part of the campus' celebration of Women's History Month. (See *Today & Tomorrow* calendar for more events, page 4.)
- **UCSF Sports Council & Clubs of All Kinds:** If you feel a need for more sports fun and want to help increase the athletic opportunities around here, why not check out the UCSF Sports Council? The Council, made up of employees and students, will meet once or twice a quarter to evaluate possiblities for intramurals, club sports, new sports, tournaments, student programs, employee leagues and awards. Contact Alan Tower of Millberry Union at 476-0356 for more information. Also contact Alan about the wide variety of club sports available to students & staff, including clubs for walkers, rowers, cyclists, roller bladers, softball and soccer players and more. Come out of your solo-sport shell and join a club!
- **Grand Opening of Millberry's Studio 1.** Stop by the Fitness Desk for a schedule and to sign up for new classes. Call 476-1115.*
- **Discovery Day Camp Sign-ups Are Coming.** So, you want your kids to spend more time outdoors this summer and less time in front of the TV? Outdoors Unlimited has just the thing. It offers the popular Discovery Day Camps for kids 6-13 years old again this year. Sign-ups begin Tues., Apr. 13. Call 476-0417 or look in future Fun Zones for more details.

Cesar Maravilla of the Medical Center's Materiel Services was the big winner of EMPACT!'s first Kareoke contest. Going along with the theme "Sappy Valentine Songs," Cesar "wowed" the crowd with his "Be My Lady." Taking first place put a trophy in Cesar's hand, a sweatshirt on his back and a gift certificate for two for brunch at the Park Hyatt in his pocket. Second-place winners were Nutrition & Dietetics' Roy Sullivan and Andre Williams. Third-place went to Outdoors Unlimited's Steve Leonoudakis and Millberry's Shelia Cook.

Fund Performances

For those invested in the 403(b) Plan and the After-tax plan, here are the latest unit values and monthly factors (as of January 31, 1993). The newly reported "annualized yield" reflects the annual yield that could be achieved if the current monthly rate were compounded for one year.

	Monthly Factors	Annual Rate	Annualized Yield
Savings	.0062	7.30%	7.45%
Money Mkt	.0029	3.42%	3.43%
ICCF	.0068	8.02%	8.21%

	Unit Value	1-Year Change	3-year Average Annual Yield
Bond	$55.84	14.3%	13.82%
Equity	$90.10	9.5%	13.51%
Multi-Asset	$13.32	9.3%	N/A

The investment results, as measured by total return figures given above, represent past performance and should not be considered indicative of future results. If you have questions, please call 476-9256.

Service Awards

The awards listed were presented within the last year.

Gliceria D. Restauro, 15 years, food service.
Barbara Robnett, 10 years, radiology.
Cordelia Rodriguez, 10 years, environmental services.
Ellen Ross, 15 years, budget reimbursement.
Cel Rutledge, 20 years, pathology.
Alicia M. Sagasay, 20 years, ob/gyn.
Glenn Y. Saika, 10 years, orthopedic surgery.
Eliza G. Samson, 20 years, ICU.
Serta S. Sandhu, 15 years, surgery, Mount Zion.
Constantinia G. San Pedro, 10 years, restorative dentistry.
Eugenia C. Santiago, 10 years, patient financial services, Mount Zion.
Elizabeth C. Santos, 10 years, dentistry.
Evangeline S. Sarmiento, 10 years, patient services, Mount Zion.
Mary Schrieber, 10 years, home care, Mount Zion.
Joan Schoonover, 15 years, ICU.
Sandra M. Seeger, 25 years, surgery clinic.
Robert R. Shadel, 20 years, biochemistry & biophysics.
Naomi J. Sherper, 25 years, registrar & admissions office.
Michael D. Shulman, 10 years, central supply, Mount Zion.

Medsounds Continued

New Pen Pal Component Good for Patients and Students

Art for Recovery Reaches Into the Middle School

When Cindy Perlis arrives at Marin's Brandeis Hillel Day School for her monthly visit with a class of two dozen seventh and eighth graders, the children mob her, hungry for the letters she brings.

The letters, and sometimes drawings as well, are from UCSF/Mount Zion adult patients who are suffering from AIDS or cancer. The children write back, sometimes with their own drawings. And out of this communication, both the children and patients have found an understanding, a sense of purpose, and a strong bond that no one had imagined when they first started exchanging letters.

"The kids get in touch with personal feelings about life and death and dying, and they learn that a person with a life-threatening disease is still a viable, living human being," says Cindy Perlis, director of Art for Recovery, a program in which Perlis helps patients create art as a way to deal with issues that arise from life-threatening illnesses.

"People who are coping with a life-threatening disease tend to turn inward," continues Perlis. "Writing these letters helps people to turn outward, to keep going, to give of themselves, and to share with children what it's like to have a life-threatening disease.

Thirteen-year-old Shira Rabin and 32-year-old leukemia patient Jana Towery, for example, exchanged letters regarding their thoughts about beauty and ugliness.

"After I have done something bad or gotten a bad grade I don't feel pretty," wrote Rabin. "I feel pretty when I have made someone feel good. Not only do I feel pretty but a joyful, happy feeling bursts out inside of me."

In reply, Towery wrote, "What I find amazing is that since I started getting chemotherapy—and I have lost my hair — I FEEL REALLY UGLY — and there have been 2-3 guys who have asked me out anyway!! Maybe it really doesn't matter what's on the outside?!"

When Justin Kurland wrote to AIDS patient Randy Carter, "I would like to be your little brother, if o.k. with you," Carter wrote in reply, "I have two sisters, but unfortunately they have no interest in me because I have AIDS and the fact that I am gay . . . I have what is called an extended family . . . I would be more than happy to have you in my family."

Cindy Perlis gives 14-year-old Justin Kurland letters and drawings from his new "pen pal" Randy Carter, an AIDS patient.

This newest wrinkle in Art for Recovery took form last spring when Perlis mounted an exhibition of patients' artwork at the Marin Jewish Community Center. Perlis offered to give students at the school, located next to the center, a tour of the exhibit.

"The children responded with such curious and innocent questions about AIDS and cancer: 'Can I touch someone with AIDS? Will I catch cancer?'" Perlis recalls. Perlis suggested that the students write to the patient/artists, and "these kids wrote incredible letters about how they responded to the pictures on the wall."

Seeing the potential benefits in an extended, two-way communication, Perlis enlisted 12 patients who were well enough to commit to corresponding with students over the nine months of the school year that began last September. Although there are other art therapy programs similar to Art for Recovery, Perlis says she knows of no other organized letter-exchange program.

About half the patients have cancer, the other half have AIDS. They range in age from 22 to 83 years old. The students choose to whom they want to write, with some students choosing to correspond with up to four patients. The patients reply to all their correspondents.

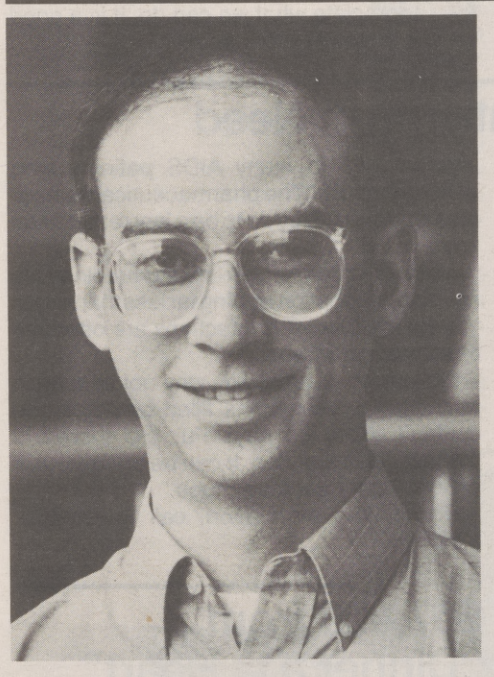
During her monthly visits, Perlis asks students to share their letters with their classmates by reading them aloud, and then leads the class in a discussion of issues the letters spark. She also tries to leave time for the students to begin their own letters back to the patients.

Over time, about three-quarters of the students have said that they want to know if the patients' conditions are degenerating to near death. The rest don't want to know; they're too afraid.

The program will end in June, but Perlis hopes to continue it in the fall and says that other schools also are interested in the program. She says the program has reaped huge benefits for everyone involved.

Art for Recovery Art Exhibit

An exhibition of artwork by patients with life-threatening illness who are involved in the UCSF/Mount Zion Art for Recovery program is taking place March 29 through May 3 at the San Francisco Airport. Exhibit sites are located in the terminal for domestic flights between gates 74-75 and 68-69, before the metal detectors.



Rabbi Silberman Joins Mt. Zion Staff

The Medical Center welcomes Rabbi Jeffery Silberman, who is joining the Mount Zion campus on March 1 as director of pastoral care and education. He was most recently co-director of pastoral care at Lenox Hill Hospital in New York City. Ordained at Hebrew Union College in 1979, he earned a doctorate in ministry in 1983 from Andover Newton Theological School.

Rabbi Silberman is a founder of the National Association for Jewish Chaplains and currently serves as its president.

In addition to ministering to patients and staff, Rabbi Silberman will develop a ministry education program and lead a community-based effort to provide chaplaincy services to other Bay Area hospitals and institutions.

Rabbi Silberman may be reached at 885-7785.

Learning How to Effectively Manage Patients' Pain

As a result of a Nursing effort begun last year to improve pain management at the Medical Center, training sessions of a new pain management procedure will start in March.

Two-hour "Train the Trainer" sessions are scheduled at both Parnassus and Mount Zion for unit representatives, who will in turn conduct one-hour inservice sessions for nurses.

The new procedure was formulated by the Nursing Pain Task Force and was based on the results of a survey of nurses, physicians and patients conducted last April.

According to Pam Nye, chair of the Pain Task Force and a clinical nurse specialist in orthopedic surgery, the survey found three major areas that nurses need to address: greater knowledge about analgesic pharmacology, an awareness of the equianalgesic chart, and issues of control regarding pain medication.

"Nurses need to listen to patients and believe them in their expressions of pain," says Nye, pointing to the literature documenting that both physicians and nurses consistently undermedicate patients for pain. "Looking to the patient for clues to pain management is important in effectively relieving pain."

Although the survey showed a high awareness that there's little risk of addiction associated with sufficient medication for controlling pain during hospitalization, physicians and nurses are still sometimes reluctant to provide higher dosages for fear of harming the patient, according to Nye.

Another critical point in the new procedure emphasizes pain prevention and maintaining stable, acceptable levels of pain rather than treating pain once it becomes severe.

Nurses may mistakenly believe that because a patient is sleeping the patient does not have severe pain and needs no medication. But often the patient wakes up with severe pain, and then must go through a pain cycle of peaks and valleys of severe pain and then feeling drugged out from medication.

Nye says that under the new procedures, patients may find themselves awakened more often to take pain medication. "Mild pain is easier to manage than severe pain," she says.

Psychiatric nurse liaison Pamela Minarik adjusts the head set for orthopedic patient Juan Magarin of Pittsburgh, CA. The tape, recorded by Minarik specifically for Magarin, is for relaxation and guided imagery.

The new procedure includes the assessment of patient pain, including asking the patient a series of questions, evaluation, and therapy using pharmacological interventions in conjunction with nonpharmacological strategies ranging from back rubs and adjusting pillows to guided imagery and breathing techniques.

Says Nye, "If we can alleviate pain and suffering . . . that's the primary reason we're here."

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UCSF

Medsounds

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Page 4 . . . Women's History Month Begins

Page 6 . . . A More Flexible Work Schedule in Your Future?

Transplant Psychiatry — Keeping Mind and Body Together

UCSF's various transplant programs are known for their high success rates, skilled surgeons, and a talented support network of nurses, physicians, transplant coordinators and legions of administrative staff. But apart from the ordered, if sometimes unpredictable, process that identifies and screens patients, matches organs and then transplants them, there is another very personal one which many patients must undergo.

And it is this process that brings patients into contact with either Roger Lauer, a consulting psychiatrist for the kidney, pancreas, heart, lung and bone marrow transplant programs or Stuart Eisendrath, head of psychiatry's consultation service, who, with his team of psychiatric residents and attending physicians, sees liver and other transplant patients as well.

For the past 20 years, Lauer has counseled patients whose failing health has gradually — or sometimes suddenly — thrust them into the complicated world of the modern medical center. Lauer typically follows four to 10 patients per week, all of whom present a range of fears and feelings. Such close contact makes him an expert on the psychological roller coaster that carries patients through their hospital experience.

"Some patients, perhaps because of temperament or upbringing, are not used to viewing their lives and emotions psychologically," says Lauer. And because of difficulties finding a suitably matched organ — difficulties which may not be known until after the last round of laboratory tests just before surgery — patients can find themselves spinning through cycles of anxiety and elation. Lauer does not force his attention, but in daily visits and a weekly group therapy session, he makes himself available to all transplant patients for as long as it takes to awaken them to their own coping skills, alert them to the risks ahead, answer their questions, minimize their stress and assuage their worries.

And what do patients worry about? Apart from the risks of surgery, the list is deceptively short — organ rejection, other health complications, drug side effects and quality of life. For liver, heart, lung and bone marrow patients, there is another concern: living long enough to have a transplant. There are no dialysis-like second chances for these patients, complicating the work of Eisendrath and his colleagues.

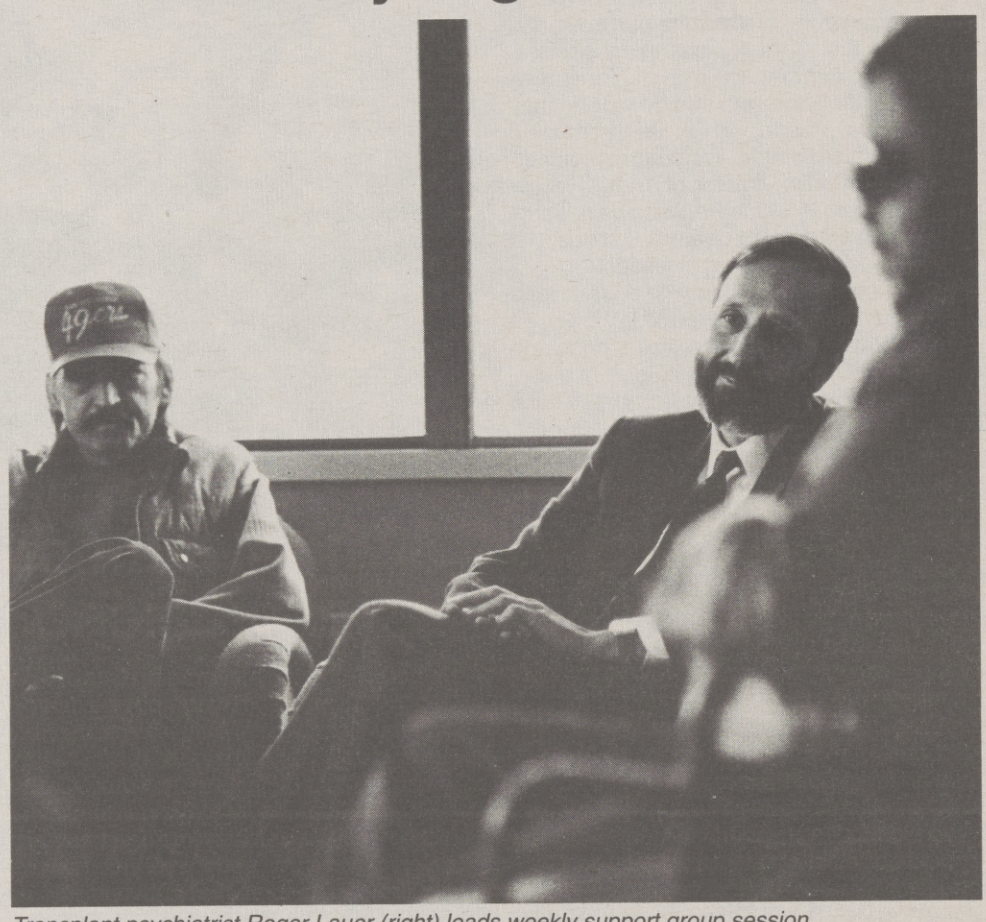
"Although it is difficult to generalize, these patients usually are sicker and more upset. And because there is no dialysis to control the metabolic disturbances associated with their disease, they can be more confused."

Since Eisendrath sees only those patients identified by the liver transplant team as having a psychiatric problem, his patient contacts are limited to 5 to 10 per month. Families are sometimes, but not routinely involved.

Ironically, once the transplant is a success, patients are not necessarily free of worry. A return to good health also has its drawbacks. Says Lauer, "Like everyone else, transplant patients and their families think of health as an unmitigated blessing. But like any transition, it can be disruptive."

Sick patients who lose their normal roles as a parent or spouse may seek to regain them once their health returns. Or, because they feel so much better, patients may view their transplant as a rebirth of sorts — and a complication or rejection later as some sort of personal failure. This is particularly true of some kidney patients who are transplanted just before needing dialysis and whose new organs eventually fail. "They can be very fearful and resentful of dialysis if another organ isn't available right away," explains Lauer

Still another complication can arise when the best matched donor is a living relative. "If the patient's medical problem is caused by drug or alcohol abuse, the relative may question if they are wasting their organ on someone who is going to self-destruct again," says Lauer.



Transplant psychiatrist Roger Lauer (right) leads weekly support group session.

Still, as the thousands of successful transplants attest, patients adjust. Indeed, one of the most common apprehensions — feeling "strange" or guilty about having received an organ from someone who has died — turns out to be of little concern. Most patients rapidly adopt the organ as their own.

As Lauer concedes, much of the psychiatry program's success can be traced to the acceptance and approval of the medical and nursing staffs. "They are well attuned to the psychiatric needs of transplant patients and they appreciate what we can do. It is a good and successful partnership."

(Left to right) Heart transplant coordinator Celia Rifkin with Chuck Dickinson and Becky Fristolera, both of Fortuna. Dickinson was UCSF's 30th heart transplant patient.

Heart, Lung, Liver Transplant Recipients Celebrate Special Reunions

Heart transplant recipients celebrated their new lives two weeks ago at the fourth anniversary reunion of the Heart Transplant Service. This UCSF Valentine tradition, established just four years ago, attracts heart transplant recipients and lung transplant recipients, family, friends, and members of the UCSF medical team. The Heart Transplant Service has performed 53 transplants, while the Lung Transplant Service, established a little over a year ago, has performed six.

Fraser Keith is director of both services. Kanu Chatterjee is medical director of the heart program. Jeffrey Golden is medical director of the lung program.

Another happy transplant reunion was held just a few weeks ago when about 150 former liver transplant patients and family members and an equal number of staff crowded into the Presidio Officer's Club to celebrate the fifth anniversary of the Liver Transplant Service.

The Liver Transplant Service has performed 453 transplants in its five years of operation, according to transplant coordinator Lisa Glover, starting with 39 the first year and growing to 120 last year. A new service, living-donor liver transplants, was begun last year by Jean Emond. UCSF is one of the few medical centers in the world performing such operations.

Free Medications to Patients in Need

A program recently initiated at the Parnassus outpatient pharmacy is helping financially strapped patients obtain for free medication that often costs thousands of dollars.

"Pharmaceutical companies offer free drugs or reimbursement to patients who need assistance, but a lot of pharmacists, physicians and patients don't know about these offers, and if they do it is often difficult to apply because of all the paperwork involved," explains Lisa Fu, the pharmacist who runs the program.

The program started last fall with a one-year funding grant from Ortho Biotech. Fu is now working with five patients who were referred to her by medical practitioners, but she has just begun a broader outreach effort in which she is contacting patients directly.

Patients who can most benefit from the program are typically those whose medical insurance does not cover medication, or the particular medications needed for an illness, says Fu.

"AIDS patients seem to have the hardest time," Fu comments, "because their drugs are expensive and they're on so many of them."

For two AIDS patients, Fu has obtained Foscavir, an IV drug used for treating CMV retinitis, which is common in AIDS patients and can cause blindness. Foscavir therapy costs $2,600 to $3,000 per month, according to Fu.

"AIDS patients usually can get their drugs, but they often have a really hard time paying for them," says Fu. "In some cases they have to go to SFGH to get their medications. But with this program we can keep treating them here."

Fu also has obtained for AIDS patients the anti-viral drug Hivid, which is similar to AZT, and Cytovene, which is also used for treating CMV retinitis.

AZT is generally not available for free through the drug companies, says Fu, because a federally funded program at SFGH is offering AZT to many AIDS patients who cannot afford it. "The pharmaceutical companies want what they do to be a last resort," she says.

Ironically, patients with less severe illnesses needing medication costing far less than drugs to treat AIDS-related infections are often the ones who go without.

"A woman with arthritis was not coming in to get her prescriptions filled because she couldn't afford it," says Fu. "So there's a compliance issue, too. It can be dangerous if patients don't get their drugs."

For further information, call Fu at 502-3261.

$57,000 from "Dinner a la Heart"

Over $57,000 was raised for the Mount Zion Institute on Aging during the 10th annual Dinner a la Heart, held at 72 restaurants around the Bay Area in February and attended by some 1,260 people.

The event was sponsored by the Mount Zion Institute on Aging Associates, a volunteer fundraising group. Co-chairs of the event were Jeane Lapkin and Lorraine Guggenheim.

The Institute on Aging provides comprehensive services with the aim of allowing older people to remain in their own homes for as long as possible.

Nursery Renovation

A five-year renovation project on the 15th floor of Moffitt Hospital was completed in February with the opening of a high-observation nursery, a well-baby nursery and four new postpartum rooms.

The eight-bed, high-observation nursery augments the intensive care nursery. It is for babies with lower acuities than those in intensive care. The eight-bed, well-baby nursery is for babies staying with their mothers.